

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1992-93)

(TENTH LOK SABHA)

ELEVENTH REPORT

MINISTRY OF POWER

Action Taken by the Government on the recommendations contained in the Third Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha)—Reservations for and employment of Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation Ltd.



Presented to Lok Sabha on 18 December, 1992

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CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(v)
CHAPTER I Report	1
CHAPTER II Recommendations and Observations which have been accepted by the Government	3
CHAPTER III Recommendations and Observations which the Committee do not desire to pursue in view of the Government replies	22
CHAPTER IV Recommendations and Observations in respect of which reply of Government has not been accepted by the Committee, and which requires reiteration	23
CHAPTER V Recommendations and Observations in respect of which final reply of Government has not been received	25
APPENDIX Analysis of Action Taken by Government on the recommendations contained in the 48th Report of the Committee (Eighth Lok Sabha)	27

PART II

Minutes of the sitting of the Committee on Welfare of Scheduled Castes and Scheduled Tribes held on 13.11.1992	28
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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (1992-93)**

Shri K. Pradhani — Chairman

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3. Shri R.K. Chatterjee — *Deputy Secretary*
4. Shri N.M. Jain — *Deputy Secretary*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Eleventh Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Third Report (Tenth Lok Sabha) on the Ministry of Power regarding Reservations for and employment of Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation Limited.

2. The Report was considered and adopted by the Committee on 13 November, 1992. Minutes of the sitting from Part-II of the Report.

3. The Report has been divided into the following Chapters:—

I. Report.

II. Recommendations/Observations which have been accepted by Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies.

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V. Recommendations/Observations on which final replies of the Government have not been received.

4. An analysis of the Action Taken by Government on the recommendations contained in the Third Report of the Committee is given in Appendix. It would be observed therefrom that out of 32 recommendations made in the Report 27 recommendations *i.e.* 84.38 per cent have been accepted by Government. The Committee do not desire to pursue one recommendation *i.e.* 3.12 per cent of their recommendations in view of Government reply, 2 recommendations *i.e.* 6.25 per cent in respect of which replies of Government have not been accepted by the Committee, require reiteration, and 2 recommendations *i.e.* 6.25 per cent final replies of the Government have not been received.

NEW DELHI;
1 December, 1992

10 Agrahayana, 1914 (S).

K. PRADHANI,
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

(v)

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Third Report (Tenth Lok Sabha) of the Committee on the Ministry of Power—Reservations for and employment of Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation Ltd. which was presented to Lok Sabha on 20 December, 1991.

1.2 Action Taken Replies have been received from the Government in respect of all the 32 recommendations contained in the Report. These have been categorised as follows:

- (i) Recommendations/observations that have been accepted by the Government.
Sl. Nos. 2, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 29, 31 & 32.
- (ii) Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies:
Sl. No. 3.
- (iii) Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee:
Sl. Nos. 1 & 11.
- (iv) Recommendations/observations in respect of which final replies of the Government are still awaited:
Sl. Nos. 28 & 30.

1.3 The Committee will now deal with the action taken by the Government on some of their recommendations.

A. Board of Directors

(Recommendation Sl. No. 1, Para 1.7)

1.4 The Committee in their Third Report while drawing attention to their earlier recommendations for appointment of atleast one SC/ST Director on the Board of Directors of Public Undertakings, reiterated that serious efforts should be made to find a suitable SC/ST person, official or non-official for appointment as Director on the Board of Directors of National Thermal Power Corporation Limited.

1.5 The Ministry of Power in their reply have stated that the question of reservation for Scheduled Castes/Scheduled Tribes in the Boards of Directors of Public Sector Undertakings was first considered in 1980 following recommendations of the Parliamentary Committee on Welfare of

Scheduled Castes & Scheduled Tribes and it was decided not to accept the recommendation on the ground that the policy of Government was to select Directors, from amongst persons, with proven ability and good record in the field of industry, commerce, administration, finance, etc. In the recent Industrial Policy Statement, the need for making the Boards of Public Sector Enterprises more professional has been emphasised. In this background, formal reservation for Scheduled Castes & Scheduled Tribes on the Boards of Directors of Public Sector Undertakings is not considered desirable. The claims of suitable persons belonging to SCs/STs who are otherwise competent and have the necessary background and record in industry, commerce, administration, etc. for board level appointments in Central Public Sector Undertakings, could, however, always be considered.

1.6 The Committee consider the reply of the Ministry evasive and not satisfactory. They reiterate their recommendation that serious efforts should be made to find a suitable SC/ST person, official or non-official, for appointment as a Director on the Board of Directors of National Thermal Power Corporation Limited to enable them an opportunity to participate in the top management of NTPC.

B. Training Facilities Abroad

(Recommendation Sl. No. 11, Para 3.22)

1.7. The Committee found from the further information regarding number of persons sent for training abroad all the 18 persons shown under SC/ST category belonged to SC only and none belonged to ST category. The Committee recommended that ST employees should also be selected and sent for training abroad and further desired that as far as practicable prescribed percentage of reservation between SC and ST and other should be maintained in the matter of giving training abroad also.

1.8 The Ministry of Power in their reply have stated that as and when requirement comes special efforts would be made by NTPC to identify ST candidates also for sending them for training abroad.

1.9 The Committee consider the reply as vague and not satisfactory. They reiterate that ST employees should be selected and sent for training abroad and as far as practicable prescribed percentage of reservation between SC and ST and others should be maintained in the matter of giving training abroad.

1.10 The Committee have made observations/suggestions in respect of certain recommendations included in Chapter II of this Report. The Committee hope that the Ministry of Power would take note of their comments for appropriate action.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 2, Para 2.35)

The Committee note with dismay that there has been heavy shortfall in filling up of vacancies reserved for SCs/STs in various projects of NTPC. The overall percentage of SC employees in 19 projects in Groups A,B,C and D posts was only 3.96, 10.27, 14.96 and 20.72 and the percentage of ST employees was 0.73, 0.80, 5.60 and 9.89 only. There were shortfalls both in direct recruitments as well as in vacancies filled through promotions. As many as 1650 posts in Groups A to D were dereserved during the year 1986 to 1988 and 566 posts were allowed to lapse during the years 1987 to 1989. It is strange that the vacancies existed and were also allowed to lapse not only in Group A posts but even in Groups B,C and D posts. The usual plea of NTPC that SC/ST candidates with requisite qualifications and experience were not forthcoming even after allowing the relaxations/concessions in standard of suitability is hardly convincing. Considering the fact that as a result of special recruitment drive in 1989 the Company had been able to recruit 313 SC/ST persons as against only 113 persons recruited during the three years period of 1987 to 1989, the Committee cannot help concluding that there was lack of serious efforts in the past to implement the reservation policy.

Reply of Government

It is submitted that the relaxations/concessions given to SCs/STs during the Special Recruitment Drive in 1989, were the same as were extended on the earlier occasions. NTPC has been consistently making serious efforts to fill the reserved vacancies; and has been resorting to exclusive advertisements for SCs/STs over the different years. It also introduced a scheme of scholarship for SC/ST students so as to increase the availability of suitable persons; and enable filling in the reserved vacancies. It may be added that this was done prior to declaration of Special Recruitment Drive by the Govt. in 1989. Undoubtedly, the Govt's wider publicity and public announcements have contributed to increased response of SCs/STs against recruitment efforts resulting in increased intake of SCs/STs in the year 1989.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Further Information Called for

Please furnish the latest position as on 30.9.92 in respect of (i) staff strength of Groups A, B, C and D in various offices/projects; (ii) total strength of staff in Groups A, B, C and D and percentage of SC/ST employees; and (iii) the percentage shortfall in the vacancies reserved for SCs and STs in Groups A, B, C and D posts in the various offices/projects of National Thermal Power Corporation.

Further Reply of the Government

The information is furnished as under:

- (1) Staff strength of Groups 'A', 'B', 'C' & 'D' in various offices/projects; —Appendix A
- (2) Total strength of staff in Groups 'A', 'B', 'C', and 'D' and percentage of SC/ST employees—Appendix B
- (3) The percentage shortfall in the vacancies reserved for SCs and STs in Groups 'A', 'B', 'C', 'D' posts in the various offices/projects of NTPC—Appendix C.

[Ministry of Power O.M. No. 9/24/90-US(CT) dt. 24.11.1992]

Comments of the Committee

The Committee desire that NTPC should make special efforts to recruit SCs in Groups 'A' and 'B' posts and STs in Groups 'A', 'B' and 'C' posts as per their prescribed quota within six months.

APPENDIX 'A'

STAFF STRENGTH IN VARIOUS OFFICES/PROJECTS OF NTPC AS ON 30.9.1992

Project/ Office	Number of Employees											
	Group 'A'			Group 'B'			Group 'C'			Group 'D'		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
CC	1144	25	02	125	10	01	562	40	02	154	56	06
Badarpur	325	10	02	445	44	02	1209	169	13	686	184	05
Singrauli	538	38	02	249	40	02	1158	249	27	396	94	02
Korba	465	22	03	241	31	07	1143	141	242	421	157	89
Balco	147	08	—	68	10	02	264	49	74	36	03	18
Rame- gundam	519	30	02	225	29	03	999	138	24	278	44	07
Farakka	526	38	03	187	25	01	918	226	29	249	24	33
Rihand	314	14	01	175	30	01	516	116	18	117	45	01
Vindhyachal	502	22	02	247	09	04	960	149	81	221	68	27
Kahalgaon	359	18	07	68	04	—	490	87	38	104	20	12
Anta	90	11	01	15	02	—	100	21	11	30	05	05

Project/ Office	Number of Employees											
	Group 'A'			Group 'B'			Group 'C'			Group 'D'		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
Auraiya	98	04	—	21	02	—	129	31	02	49	10	01
Kawas	93	06	03	37	02	—	117	15	10	31	02	09
NCTPP	453	26	01	110	17	—	548	109	07	106	24	01
NRHQ	24	—	—	03	—	—	17	—	—	05	—	—
ERHQ	28	—	01	04	—	—	18	01	—	06	01	—
WRHQ	44	02	—	32	01	—	16	02	—	22	05	—
SRHQ	64	02	—	14	01	—	33	01	—	10	03	01
Talcher	120	08	03	61	09	—	57	09	07	38	09	06
Total	5853	284	34	2327	266	23	9254	1553	585	754	223	
		4.85%	0.58%		11.43%	0.98%		16.78%	6.32%	25.48%	7.53%	

Note: Reduction in overall strength of employees as on 30.9.92 while compared to the strength as on 1.6.1990 reported earlier is mainly due to transfer of some employees on 16.8.91 to National Power Transmission Corporation on its formation.

(Refer Para 2.2 of the Third Report of the Committee on the Welfare of SCs/STs.)

[Ministry of Power O.M. No. 9/24/90-US(CT) dated 24.11.1992]

APPENDIX 'B'**PERCENTAGE SHORTFALL IN THE VACANCIES RESERVED FOR SCs AND STs IN GROUPS A,B,C AND D POSTS IN THE NTPC AS ON 30.9.1992**

Group	Total Strength	No. of SC Emp.	Percentage of SCs	No. of ST Employees	Percentage of STs
A	5853	284	4.85%	34	0.58%
B	2327	266	11.43%	23	0.98%
C	9254	1553	16.78%	585	6.32%
D	2959	754	25.48%	223	7.53%

(Refer Para 2.5 of the Third Report of the Committee on the Welfare of SCs/STs)
 [Ministry of Power O.M.No. 9/24/90-US(CT) dated 24.11.1992]

APPENDIX 'C'

PERCENTAGE SHORTFALL IN THE VACANCIES RESERVED FOR SCs AND STs IN GROUPS A,B,C & D POSTS IN THE NTPC AS ON 30.9.1992

Sl. No.	Project / Office	PERCENTAGE				SHORTFALL			
		SCHEDULED CASTES				SCHEDULED TRIBES			
		GROUP OF POSTS				GROUP OF POSTS			
		A	B	C	D	A	B	C	D
1.	Corporate Centre	12.82	7.00	7.89	+21.36	7.33	6.70	7.15	3.61
2.	Badarpur—	11.93	5.12	1.03	+11.82	6.58	7.06	6.43	6.78
3.	Singrauli	7.94	+1.06	+0.50	+2.73	7.13	6.70	+1.33	0.50
4	Korba ———	10.27	2.14	1.67	+23.29	7.86	4.60	1.83	1.86
5.	Balco	9.56	0.30	+4.56	5.67	7.5	4.56	+5.03	+27.00
6.	Rama-gundam	9.22	2.12	1.19	+0.82	7.12	6.17	3.60	3.49
7.	Farakka	7.78	1.64	+2.61	12.37	6.93	6.93	2.85	+7.25
8.	Rihand	10.55	+2.14	+1.48	+17.46	7.19	5.89	+2.48	0.15
9.	Vindhya-chal	10.62	11.36	+1.52	+16.76	7.11	7.5	14.57	10.79
10.	Kahalgaon	9.99	9.12	+2.75	+4.23	5.56	7.5	1.25	+2.53
11.	Anta	2.78	1.67	+4.00	0.34	6.39	7.5	1.00	+4.66
12.	Auraiya	10.92	5.48	+3.03	0.60	7.5	7.5	+0.55	+1.04
13.	Kawas	8.55	9.60	+5.82	0.55	4.28	7.5	5.46	+15.03
14.	National Capital	9.27	+0.45	1.11	+1.64	7.28	7.5	+0.27	0.06
15.	NRHQ	15.00	15.00	21.00	21.00	7.5	7.5	1.00	1.00
16.	ERHQ	15.00	15.00	9.45	+1.66	3.93	7.5	9.00	9.00
17.	WRHQ	1.46	11.88	+5.50	+15.72	7.5	7.5	9.00	9.00
18.	SRHQ	11.88	7.86	11.97	+15.00	7.5	7.5	6.00	+4.00
19.	Talcher	8.34	0.25	+0.78	+8.68	5.0	7.5	10.72	7.22

(Refer Para 2.6 of the Third Report of the Committee on the Welfare of SCs/STs)

[Ministry of Power), O.M. No. 9/24/90-US(CT) dated 24.11.1992]

Recommendation (Sl. No. 4, Para 2.37)

The Committee also find that some of the recommendations of the task force were in regard to matters on which instructions had already been issued by Govt. Apparently there was failure on the part of the Management to implement the existing intructions of Govt. which is regrettable. Had timely action been taken in this regard, the status of SCs/STs in NTPC would have been better than at present. The Committee hope that the NTPC would implement the reservation policy more effectively and sincerely in future. They stress that a time bound programme be drawn up to fill up the existing SC/ST vacancies in various categories of posts.

Reply of Government

A time bound Programme to fill SC/ST vacancies has been drawn up by the NTPC and all the projects/units were informed of the same on 3rd Jan 1992. NTPC has recruited 41 SC/ST candidates through special recruitment drive during Jan. 1992 to April 1992. Action is still in progress and with the completion of the drive, position will improve further.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US (CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 5, Para 2.38)

In order to wipe out the shortfall in posts reserved for ST, the Committee recommend that special recruitment teams be sent to areas of tribal concentration, especially in the North-Eastern states Bihar, Orissa and Madhya Pradesh.

Reply of Government

Suitable instructions have been issued on 6.4.1992 by the NTPC to various projects/units in this regard. The implementation of the recommendation will be monitored.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US (CT) dated 2nd June, 1992]

Recommendation (Sl. No. 6, Para 2.39)

The Committee also find that although NTPC has been functioning since 1975, the Board of Directors reviewed implementation of the reservation policy only in 1988-89. They take a serious view of the lack of proper attention and the absence of periodic review by the Board in this regard. The Committee recommend that, as agreed to during evidence, there should be an annual review of the implementation of the reservation policy at the Board level and necessary measures taken to ensure its effective implementation. The position in this regard also needs to be closely monitored by the Ministry.

Reply of Government

As per the recommendations of the Committee NTPC have decided to review the implementation of reservation policy at the Board level annually.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US (CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 7, Para 3.3)

The Committee desire that the proposal of NTPC to increase the existing number of scholarships for SC/ST students pursuing Degree/ Diploma courses of Engineering be finalised and implemented at an early date so that more SC/ST candidates are available for selection and

appointment in NTPC against the reserved vacancies. The practice of selecting SC/ST candidates from schools for training in ITIs and to provide them scholarships, as is stated to have been followed in Orissa, should be extended to other parts of the country also.

Reply of Government

The number of scholarships for degree and diploma courses has been increased from 10 to 20 for degree students and to 25 for diploma students. The practice of selecting SC/ST land-oustees from schools for training in ITIs and providing them scholarships, as followed in Orissa, will be followed in other parts also to the extent possible.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M.No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 8, Para 3.6)

The Committee, therefore, recommend that in order to minimise the shortfalls, special efforts should be made to select a large number of SC/ST candidates and impart them pre-recruitment training separately. For this purpose, special training programmes to suit the SC/ST candidates may be drawn up.

Reply of Government

Feasibility and modalities are being examined for introducing a system of implementing pre-recruitment training to SC/ST candidates, wherever induction is made in batches.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Comments of the Committee

The Committee would like to be apprised of the outcome of the examination of the feasibility and modalities for introducing a system of implementing pre-recruitment training to SC/ST Candidates, wherever induction is made in batches.

Recommendation (Sl. No. 9, Para 3.12)

The Committee recommend that SC/ST employees in the categories of Groups B, C and D where there is promotion by selection on the basis of written examination should also be imparted pre-promotional training to bring these employees upto the requisite standard so that they are able to compete with the others for promotion to the next higher posts. The question of further relaxation of standards for SC/ST candidates for promotion may also be considered to make up the shortfall in various posts.

Reply of Government

There are standing instructions issued by the NTPC to all its projects/stations for providing guidance and training to SC/ST candidates, whose promotion is based on selection after written test. The need for implementation of these instructions has been stressed again by the NTPC.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M.No. 9/24/90-US(CT) dated 2nd June 1992.]

Comments of the Committee

The Committee would like that the question of further relaxation in standards for SC/ST employees for promotion be considered to make up the shortfall in various posts.

Recommendation (Sl. No. 10, Para 3.17)

The Committee note that the percentage of SC/ST employees to the total employees sponsored for training under the various programme is very low. They recommend that more SC/ST employees should be sponsored for various training programmes conducted by NTPC and other institutions.

Reply of Government

Special consideration is being given to SC/ST candidates for sponsoring them to various training programmes conducted by NTPC and other institutions.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M.No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 12 Para 3.26)

The Committee suggest that long term perspective plan be prepared by NTPC for the requirement of SC/ST manpower in various projects and measures taken for their selection and training so that suitable persons are available for appointment against the reserved vacancies as and when required.

Reply of Government

Action has already been initiated by the NTPC to carry out an exercise for developing long-term perspective plan for recruitment of SC/ST manpower; their selection and training.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 13, Para 4.7)

The Committee regret to note that the Ministry of Energy (Department of Power) has not yet set up a separate SC/ST cell under the direct control of the Liaison Officer to assist him in discharging his duties effectively. They recommend that a separate SC/ST cell with adequate staff, who are

well conversant with the orders/instructions on reservations for SC/ST should be set up in the Ministry immediately so that the interests of SC/ST are properly looked after.

Reply of Government

The Department of Power has since constituted a full-time SC/ST cell to assist the Liaison Officer in dealing with matters relating to SCs/STs in the Department.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M.No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 14, Para 4.8)

The Committee are also unhappy to find that the Liaison Officer of the Ministry has never inspected the rosters maintained by the NTPC. As the Ministry have over all responsibility to ensure proper implementation of the reservation orders in offices/public undertakings under them and the periodical inspection of rosters is essential for this purpose, the Committee desire that annual inspection of the rosters maintained by NTPC should be conducted by the Liaison Officer of the Ministry to ensure strict observance of orders regarding reservations for SCs/STs.

Reply of Government

Previously the understanding was that the Liaison Officer in the Ministry/Department concerned was to inspect the rosters relating to Ministry/Department itself and the Liaison Officer in the Public Sector Undertaking was to inspect the rosters maintained in the undertaking and its units. In view of this, the Liaison Officer of the Department of Power had not inspected the rosters maintained by NTPC's Corporate Office and its projects/units. However, consequent upon the discussions during the course of evidence, the Deputy Secretary (Finance), Department of Power who is also the Liaison Officer for SC/ST in the Department has visited personally and inspected the rosters in respect of the following projects/units of NTPC:-

- (1) Farakka Super Thermal Power Station.
- (2) Talcher Super Thermal Power Project.
- (3) Singrauli Super Thermal Power Station.
- (4) Vindhyachal Super Thermal Power Project.
- (5) Rihand Super Thermal Power Project.
- (6) National Capital Power Project.
- (7) Badarpur Thermal Power Station.
- (8) Corporate Office.

The rosters maintained by the above projects/units have been found to be in order. The Liaison Officer for SC/ST in the Department of Power will

complete the inspection work in respect of other projects/units in due course.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M.No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 15, Para 4.17)

The Committee note that an officer of the rank of Asstt. Pers. Officer has been appointed as Liaison Officer in various projects of the NTPC to look after the matters relating to SC/ST. They suggest that, as required under the rules, a senior officer of the level of Dy. Secretary be appointed as the Liaison Officer to ensure effective compliance of reservation orders in respect of SC/ST.

Reply of Government

Out of a total of 20 Liaison Officers today in various projects/stations of the Company, as many as 14 are at the level of Sr. Personnel Officer (pay scale Rs. 3700-140-4400-150-5900). It is only in respect of small projects/stations, where the Liaison Officer is below the level of Sr. Personnel Officer; keeping in view the various levels in hierarchy.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 16, Para 4.18)

Although separate cells have been set up at the Corporate Centre and in other Offices/Projects of NTPC to look after the implementation of reservation orders for SCs/STs, the composition of the cells in some of these projects indicates that no SC/ST employee has been posted in these cells. The Committee suggest posting of SC/ST employee also in these cells in each Project/Office.

Reply of Government

NTPC has separate SC/ST cells in 20 projects/units. Efforts are made to post SC/ST employees in the cells to the extent possible. It may incidentally be added that out of 20 Liaison Officers, 10 belong to SC/ST category.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 17, Para 4.19)

The Committee regret to note that in some of the NTPC offices the rosters were not being maintained properly. Needless to say that it is the duty of the Liaison Officers of NTPC and the Ministry to see that the rosters are maintained properly as per Government orders and this should be ensured in future. There has also been failure/delay in sending the reports of inspection of rosters by the Liaison Officers to the Chairman & Managing Director, NTPC. The Committee would emphasise the need for

timely submission of ~~these~~ inspection reports and taking of immediate necessary corrective action on the deficiencies pointed out therein.

Reply of Government

Timely submission of reports by Liaison Officers of various Projects/Stations to Corporate Liaison Office will be ensured.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 18, Para 4.20)

The Committee also suggest that the Officers of NTPC who go on inspection to the Projects/Units should be imparted training regarding the reservation policy and the maintenance of the rosters so that in addition to their other assignments, they could also report in regard to actual implementation of the reservation policy.

Reply of Government

As per the recommendation of the Committee, NTPC will organise special training programme during 1992 to impart training on SC/ST matters, to the Officers of NTPC who generally go on for inspection to the Projects.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June 1992.]

Recommendation (Sl. No. 19, Para 4.24)

The Committee note that a separate complaint register for dealing with the grievance of SC/ST employees has been started only in 1990. They recommend that publicity should be given about the existing arrangements for the registering and redressal of the grievances of SC/ST employees so that they have no difficulty in approaching the right person for the redressal of their grievances.

Reply of Government

In accordance with the recommendation, the existence of a separate register for registering grievances of SC/ST employees, was widely publicised by the NTPC on 13.2.92 and 24.4.92.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 20, Para 5.12)

The Committee regret to note that in violation of the instructions contained in the Deptt. of Personnel and Training's OM dated 6.7.1989 in the notifications issued by NTPC for recruitment to Group 'A' and 'B' posts the total number of vacancies and the vacancies reserved for Scheduled Castes and Scheduled Tribes were not being specified. The reasons are hardly convincing. They hope that in future the required information will be invariably included in all the notifications issued for recruitment to various posts.

Reply of Government

Suitable instructions have been issued by the NTPC on 23.1.1992 and 24.4.1992 to all concerned in this regard. The Liaison Officers will monitor the same.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 21, Para 5.13)

The Committee also recommend that besides releasing these advertisements in important national dailies, the vacancies should also be advertised in popular regional dailies of the areas having large SC/ST population especially in the North East.

Reply of NTPC

As per the recommendations of the Committee NTPC has started advertising in popular regional dailies of the areas having large SC/ST population and also in the North-East.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 22, Para 5.14)

The Committee are unhappy to find that the notification in respect of vacancies reserved for SC/ST was being sent by the Management to local Employment Exchanges only inspite of the fact that the rules framed by NTPC themselves provide the copies of such notifications should also be sent to other agencies concerned. They take a serious view of the violation of the prescribed procedure by the Management. The Committee stress that besides sending the notification for recruitment on reserved posts to the concerned local Employment Exchange, the copies thereof should also be forwarded to Central Employment Exchange, Employment Exchanges of neighbouring districts, the Directorate General of Employment and Training, New Delhi and Director of Social Welfare of the State concerned

for sponsoring suitable SC/ST candidates. The Committee also recommend that the copies of such notifications should be sent to the SC/ST Organisations for advising the candidates to apply for the posts through Employment Exchange.

Reply of Government

The above recommendation refers to the recruitment procedure of NTPC adopted in August 1977. Subsequently, with the issuance of Presidential Directive in 1982, the following provision came into being:

“When a local employment exchange is unable to nominate any suitable candidate, it will refer the vacancy or vacancies to the Directorate General of Employment & Trg., Shram Shakti Bhawan, Rafi Marg, New Delhi, who maintains All-India list of Scheduled Castes and Scheduled Tribes registered with Employment Exchanges”.

The above procedure as laid down in Presidential Directive and supercedes the earlier company guidelines is being followed by the company since then.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 23, Para 5.15)

The Committee view with concern the violation of the instructions in regard to the intimation to the Employment Exchange the specific reasons for the rejection of the SC/ST candidates and they hope that henceforth the NTPC while furnishing the details to the Employment Exchange, would also indicate the specific reasons for the rejection of the sponsored SC/ST candidates as per the Govt. guidelines.

Reply of Government

Necessary instructions have been issued by the NTPC on 23.1.1992 and 24.4.1992 to various Projects/Stations in this respect.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 24, Para 5.21)

The Committee recommend that instead of nominating retired Officers, the senior level serving SC/ST Officers should be associated as members of the Selection Boards/Departmental Promotion Committees to watch the interest of the SC/ST community and for this purpose the Department of Public Enterprises should circulate the names of such serving Officers to all Public Undertakings. Efforts should also be made to find suitable persons belonging to Scheduled Tribes for associating as members of the Selection/Departmental Promotion Committees.

Reply of Government

Suitable instructions, in line with the above recommendations, have been issued by the NPTC to all the Projects/Stations on 23.1.1992 and 24.4.1992 for implementation as far as possible.

As regards circulation of the names of serving officers to all public sector undertakings by the Department of Public Enterprises, at present, list of senior SC/ST Officers is not readily available with the Department of Public Enterprises. Names from all public sector enterprises would be invited and the list would be circulated by them as and when names are received.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Comments of the Committee

The Committee would like that the List of Senior SC and ST Officers serving in all the Public Sector Undertakings should be prepared and circulated within six months.

Recommendation (Sl. No. 25, Para 6.4)

The Committee regret to note the employment of contract labour by NTPC even for jobs of regular nature. They would like the Management to ensure that wherever there was a work of permanent nature, the persons are appointed on regular basis and preference is given to the poor land oustees, especially the SC/ST among them to avoid their exploitation by the contractors.

Reply of Government

The requirement of regular manpower of the Company is duly and periodically assessed. Wherever works are contracted out, the contractors are advised to engage land oustees with preference to SC/ST from amongst them. Areas of contract employment are also reviewed periodically.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O. M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 26, Para 6.5)

The Committee will also like NTPC to organise labour cooperatives comprising SC/ST land oustees of that area. NTPC should extend financial assistance of these cooperatives and it should be ensured that all temporary and seasonal nature of work is entrusted to these labour cooperatives only.

Reply of Government

NTPC extends price preference to labour cooperatives, including those formed by the SC/ST/land oustees, in terms of Govt. guidelines.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US(CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 27, Para 6.14)

The Committee regret to observe that even though a large number of families including SC/ST were displaced by the projects of NTPC at different places, very small number of land oustees have been provided with employment, shops/kiosks or petty contracts. They are also unable to find out if any SC/ST family was provided with any of these facilities. The Committee recommend that NTPC should take immediate steps to rehabilitate the affected SC/ST families and provide them with suitable jobs or other opportunities including financial assistance to earn their livelihood. The Committee may be informed of the total number of SC & ST provided with employment, kiosks and contract etc. within six months.

Reply of Government

As submitted earlier also, the scope for providing employment to the land oustees in a Power Project is quite limited due to nature of industry, technology, skill needs etc.

Despite these constraints, NTPC has been striving to provide regular and other forms of employment to the land oustees to the maximum extent possible without resorting to over manning.

As regards alternative forms of livelihood like shops/kiosks/petty contracts, policy exists to give preference to the land oustees; however, NTPC's experience that many of the land oustees are not keen in taking up such alternatives. However, fresh instructions have been issued by the NTPC to all Projects to encourage land oustees to take up alternative forms of employment as suggested by the Committee.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US (CT) dated 2nd June, 1992.]

Further Information called for

Please furnish the information regarding total number of SC and ST provided with employment, Kiosks and contracts.

Further reply of the Government

The Annexure containing information regarding total number of SC and ST provided with employment, Kiosks and contracts is enclosed.

[Ministry of Power, O.M. No. 9/24/90-US (CT) dated 19.8.92]

ANNEXURE

INFORMATION ON RECOMMENDATION NO. 27

Project	Total Affected Families*	Total SC/ST Families of this*	Total SC/ST Persons Pro-vided Em-ploy-ment	Total shops/ kiosks allotted	Allotted to SC/STs out of this	Total Petty Contracts	Awarded to SC/STs out of this
SSTPS	1457	241	73	25	7	19	7
KSTPS	1087	143	135	7	2	2	2
RSTPS	2279	300	28	7	—	2	1
FSTPS	10548	—	57	6	1	75	9
VSTPP	2000	405	72	61	4	19	9
RHSTPP	1247	196	55	3	1	22	22
KHSTPP	3089	106	37	2	1	55	—
NCTPP	1846	89	19	3	—	3	—
TSTPP	1750	—	18	1	—	22	4
AUGPP	307	51	8	5	—	1	—
ANGPP	103	9	5	—	—	—	—
KWGPP	51	0	0	—	—	0	0

*Refer Para 6.7 of the Third Report of the Committee on the Welfare of SCs/STs

[Ministry of Power O.M. No. 9/24/90-US(CT) dated 19.8.92]

Recommendation (Sl. No. 29, Para 6.16)

The Committee desire that special efforts be made for upliftment of more vulnerable sections of the SCs/STs living in the peripheral area of NTPC Projects. The Corporation should adopt some villages near their projects predominantly inhabited by SCs/STs and take measures for all round development of these villages. The Committee would appreciate if some specific amount is earmarked by NTPC in the Annual Budget for the upliftment of SCs/STs.

Reply of Government

The various Projects of NTPC periodically prepare community Development Proposals to provide need-based facilities like roads, schools, drainage, etc., in the neighbouring villages and make specific provisions in the annual budget estimates. While most of such facilities developed already in the neighbouring villages benefit a large cross-section of SC/ST population, instructions have been issued to various Projects, in line with the recommendations, to give preference to such of the villages having predominantly SC/ST population, while taking up such activities.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US (CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 31, Para 6.22)

The Committee, recommend that in future the requisite statistical information in respect of representation of Scheduled Castes and Scheduled Tribes in service and welfare measures taken for the upliftment of Scheduled Castes and Scheduled Tribes employees in respect of the public undertakings, etc. under its control should invariably be incorporated in the Annual Reports of Department of Power. Similarly all information in respect of SC/ST employees of NTPC such as details of welfare measures, the total strength, category-wise, number of vacancies filled up, backlog vacancies carried forward, promotions to SC/STs given in different categories and steps taken or proposed to be taken to fill up all the reserved vacancies for SCs/STs backlog as well as current, may be incorporated in the Annual Report of NTPC.

Reply of Government

The Govt. have issued instructions to the NTPC on the recommendations of the Committee.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US (CT) dated 2nd June, 1992.]

Recommendation (Sl. No. 32, Para 6.23)

The Committee recommend that the Government should ensure incorporation of such information in the Annual Reports of all Public Sector Undertakings.

Reply of Government

As per recommendation of the Committee, suitable instructions have been issued to all the public sector undertakings under the administrative control of the Department of Power in this regard.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M. No. 9/24/90-US (CT) dated 2nd June, 1992.]

CHAPTER III

RECOMMENDATION/OBSERVATION WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT REPLY

Recommendation (Sl. No. 3, Para 2.36)

The Committee find that though a decision was taken in August 1988 to constitute a task force for improvement of representation of SC/ST, it was actually constituted about a year later only in Sept. 1989. The Committee deprecate lukewarm attitude of Management towards effective implementation of the reservation policy.

Reply of Government

The actual date of constitution of the task force is Sept. 1988. It is regretted that there has been a typographical error, and the inadvertance of indicating 1989 could not be noticed earlier for correction.

[Ministry of Power & Non-Conventional Energy Sources (Department of Power), O. M. No. 9/24/90-US (CT) dated 2nd June, 1992.]

CHAPTER IV

RECOMMENDATIONS AND OBSERVATIONS IN RESPECT OF WHICH REPLY OF THE GOVERNMENT HAS NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. No. 1, Para 1.7)

The Committee regret to note that despite their repeated recommendations for appointment of at least one SC/ST Director on the Board of Directors of Public Undertakings, out of 13 Directors in the Board of Directors of NTPC, none of them belongs to SC/ST. They reiterate that serious efforts be made to find a suitable SC/ST person, official or non-official, for appointment as Director on the Board of Directors of NTPC.

Reply of Government

The question of reservation for Scheduled Castes/Scheduled Tribes in the Boards of Directors of Public Sector Undertaking was first considered in 1980 following recommendations of the Parliamentary Committee on Welfare of Scheduled Castes & Scheduled Tribes and it was decided not to accept the recommendation on the ground that the policy of Government was to select Directors, from amongst persons, with proven ability and good record in the field of industry, commerce, administration, finance, etc. In the recent Industrial Policy Statement, the need for making the Boards of public sector enterprises more professional has been emphasised. In this background, formal reservation for Scheduled Castes and Scheduled Tribes on the Boards of Directors of public sector undertaking is not considered desirable. The claims of suitable persons belonging to SCs/STs who are, otherwise competent and have the necessary background and record in industry, commerce, administration, etc. for board level appointments in central public sector undertaking, could, however, always be considered.

[Ministry of Power O.M. No. 9/24/90-US (CT) dated 23.7.1992]

Comments of the Committee

Please See Chapter-I, Para. 1.9.

Recommendation (Sl No. 11, Para 3.22)

From the further information furnished to them, the Committee find that in the statement sent to them earlier regarding number of persons sent for training abroad all the 18 persons shown under SC/ST category belonged to SC only and none belonged to ST category. The Committee recommend that ST employees should also be selected and sent for

training abroad. They further desire that as far as practicable prescribed percentage of reservation between SC and ST and other should be maintained in the matter of giving training abroad also.

Reply of Government

As and when requirement comes special efforts would be made by the NTPC to identify ST candidates also for sending them for training abroad.

Ministry of Power & Non-Conventional Energy Sources (Department of Power), O.M.No. 9/24/90-US (CT) dated 2nd June, 1992.]

Comments of the Committee

Please See Chapter-I, Para 1.9.

CHAPTER V

RECOMMENDATIONS AND OBSERVATIONS IN RESPECT OF WHICH FINAL REPLY OF GOVERNMENT HAS NOT BEEN RECEIVED

Recommendation (Sl. No. 28, para 6.15)

The Committee feel that suitable houses with proper sanitation and other hygienic arrangements should be provided for the rehabilitation of the land oustees, especially of SCs/STs. The accommodation should be spacious enough to meet the requirement of one family unit.

Reply of Government

The recommendation is under consideration in consultation with the Ministry of Welfare. The matter will be pursued with them and appropriate action will be taken on the basis of their advice. The Committee will be apprised of the action taken in due course.

[Ministry of Power O.M. No. 9/24/90-US(CT) dated 14.8.1992]

Comments of the Committee

The Committee would like to be informed about the decision taken in the matter.

Recommendation (Sl. No. 30, Para 6.19)

As per para 13.3 of the Brochure on reservations for Scheduled Castes and Scheduled Tribes in services, an appointing authority, may, if it considers necessary, for any reasons verify the claim of a candidate through the Distt. Magistrate of the place where the candidate and / or his family ordinarily resides. If after appointment in any particular case, the verification reveals that the candidate's claim was false, his services may be terminated in accordance with the relevant rules / orders. The Committee, therefore, recommend that the appropriate action for terminating services of the concerned executive who was stated to have secured employment by submitting the false SC certificate may be taken under the relevant rules / orders. The Committee would also like the Government to bring forward suitable legislation providing for penal action against the persons who get employment by producing false certificates and also against the official responsible for issue of such false caste certificates.

Reply of Government

The recommendation is under consideration in consultation with the Ministry of Welfare. The matter will be pursued with them and appropriate action will be taken on the basis of their advice. The Committee will be apprised of the action taken in due course.

[Ministry of Power O.M. No. 9/24/90-US (CT) dated 14.8.1992]

Comments of the Committee

The Committee would like to be informed about the decision taken in the matter.

NEW DELHI;

1 December, 1992

10 Agrahayana, 1914 (S).

K. PRADHANI,

Chairman,

*Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.*

APPENDIX

(*Vide Para 4 of the Introduction*)

Analysis of the Action Taken by the Government on the recommendations contained in the Third Report of the Committee.

1.	Total number of recommendations	32
2.	Recommendations which have been accepted by Government (<i>Vide</i> recommendations Sl. Nos. 2, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 29, 31, & 32)	27
	Number	
	Percentage to total	84.38
3.	Recommendations which the Committee do not desire to pursue in view of the Government replies (<i>Vide</i> recommendation Sl. No. 3)	1
	Number	
	Percentage to total	3.12
4.	Recommendation in respect of which final reply of Government has not been accepted by the Committee and which requires reiteration (<i>Vide</i> recommendation at Sl. No. 1 & 11)	2
	Number	
	Percentage to total	6.25%
5.	Recommendation in respect of which final reply has not been received (<i>Vide</i> recommendation at Sl. No. 28 & 30)	2
	Number	
	Percentage to total	6.25%

PART II

MINUTES OF THE 22ND SITTING OF THE COMMITTEE OF THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES HELD ON 13.11.1992.

The Committee sat from 11.00 hrs. to 12.15 hrs.

PRESENT

Sh. K. Pradhani—Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shri Birbal
4. Shri Ram Prakash Chaudhary
5. Shri Anadi Charan Das
6. Shri A. Jayamohan
7. Shri Kalka Das
8. Shri Kariya Munda
9. Shri Rup Chand Murmu
10. Shri Mangal Ram Premi
11. Shri Ram Singh
12. Shri K.D. Sultanpuri
13. Kumari Vimla Verma

RAJYA SABHA

14. Shri Sunil Basu Ray
15. Shri Anantray Devshankar Dave
16. Shri Faguni Ram
17. Shrimati Kailashpati
18. Shri G.Y. Krishnan
19. Shri Radhakishan Malayiya

SECRETARIAT

1. Shri R.K. Chatterjee, Deputy Secretary
2. Shri Babu Ram, Under Secretary
3. Shri K.K. Dhawan, Assistant Director

2. The Committee took up for consideration Memorandum No. 3 on the replies of the Government to the recommendations contained in their Third Report (Tenth Lok Sabha) on Reservations for and employment of Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation Limited and approved the Draft Report subject to final categorisation of Government replies to recommendation Sl. No. 2 (Para 2.35 of the Report).

3. In regard to recommendation No. 2, the Committee after some discussions decided that the latest information in respect of representations of Scheduled Castes and Scheduled Tribes in various categories of posts in the Offices and Projects of National Thermal Power Corporation may be called for from the Government and authorised the Chairman to finalise the categorisation of the recommendation keeping in view the latest information with suitable comments, if required.

4. The Committee further approved observations/suggestions in respect of recommendations included in Chapter II as per Annexure.

5. The Committee authorised the Chairman to finalise the Report and get it presented to Parliament.

The Committee then adjourned.

ANNEXURE

OBSERVATIONS/SUGGESTIONS OF THE COMMITTEE

Reply to Recommendation No.	Observation/Suggestion of the Committee
8	The Committee would like to be apprised of the outcome of the examination of the feasibility and modalities for introducing a system of implementing pre-recruitment training to SC/ST candidates, wherever induction is made in batches.
9	The Committee would like that the question of further relaxation in standards for SC/ST employees for promotion be considered to make up the shortfall in various posts.
24	The Committee would like that the List of Senior SC and ST Officers serving in all the Public Sector Undertakings should be prepared and circulated within six months.